

High Sick Leave Consumption Zoo



KPI Owner: Cathy Bowling

Process: Sick Leave Management

| Baseline, Goal, & Benchmark | Source Summary | Continuous Improvement Summary |
|---|---|--|
| Baseline: CY 13, 21.5 Monthly Average Goal: <=9% of all employees w/ High Sick Leave Consumption Benchmark: 8.72% LMG Top Quartile 12/19/15 | Data Source: Payable Time Peoplesoft Goal Source: Scope Summary Benchmark Source: Enterprise KPI Report | Plan-Do-Check-Act Step 8: Monitor and diagnose Measurement Method: # of employees who used 9 or more out of 12 sick days in a 12 month period; rate calculated by dividing by total employees Why Measure: Promote a culture in which sick time is used appropriately Next Improvement Step: Continue to Monitor and Diagnose |

How Are We Doing?

| 02.16.14-01.30.16 Rolling 52wk Avg Goal | 02.16.14-01.30.16 Rolling 52wk Avg | | 02.01.15-01.30.16 Goal | 02.01.15-01.30.16 Actual | |
|--|---------------------------------------|--|------------------------|--------------------------|--|
| 26 | 21 | | 12 | 22 | |
| Employees | Employees | | Employees | Employees | |

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Good

